

Gainesville Regional Utilities - 2015 Business Plan First Quarter Report

Item 140391
02-05-15

GRU's mission is to provide safe, reliable, competitively priced utility services in an environmentally responsible manner to enhance the quality of life in our community.

| Business Drivers | Priorities 2014-15 | Objectives | Metric/Indicator | Target | Q1 Results |
|---|--|---|--|--|---------------------------|
| Maintain Financial Strength | Reduce Electric System Revenue Requirements | – Manage Net Revenues at or higher than budgeted | – YTD Net Revenue | – ≥ FY15 Budget based on prior 3 yr. seasonality | +195,000 |
| | | – Lower fuel expenses | – Dollars | – ≥ \$1 million (\$43.62/MWh) | \$44.05/MWh |
| | | – Sale or lease unneeded system assets | – Dollars | – ≥ \$1.4 million | In Process, On Target |
| | Grow Revenues | – Increase Net Revenues | – New Wholesale electric sales | – ≥ \$1 million | \$584,872 |
| | | | – New non-electric sales/revenue sources | – ≥ \$200,000 | In Process, On Target |
| Deliver Excellent Service | Improve Customer Perception of Trust | – Improve Corporate Integrity Score | – Customer Value Survey FY15 corporate integrity score | – ≥ 7.0 | 7.0 |
| | Adapt to Customer's Changing Demands | – Evaluate Future Energy Needs - Power 2020 Draft of recommendations to meet future needs | – Draft submitted for review and comment | – On or before 9-30-15 | In Process, Not on Target |
| – Develop new products/ services/rates | | – New products identified and prioritized for implementation | – On or before 2-28-15 | In Process, On Target | |
| Develop and Retain Engaged and Proficient Employees | Improve Employee Engagement | – Develop and implement a continuous succession planning process to address GRU's current and future talent needs | – Process approved by GM and implemented | – Implemented by 3-31-15 | In Process, On Target |
| | | – Hold quarterly updates for employees | – Time between updates | – < 15 wks | 4 wks |
| | | – Increase diversity in qualified applicant pools and referrals for positions with affirmative action goals | – Number of qualified candidates referred in Neogov | – ↑ Minority referrals 10% | +28% |
| | | | | – ↑ Female referrals 10% | -3% |
| | Improve Senior Leadership Team Effectiveness | – Foster trust and teamwork among senior leadership | – Trust assessment score provided through the Leading at the Speed of Trust course | – Improve score by ≥ 2.5% | In Process, On Target |
| | Promote a Safe Workplace | – Reduce recordable injuries | – Recordable injury incident rate per 200,000 Man Hours | – < 4.1 | 1.7 |
| | | – Reduce motor vehicle collisions | – Preventable vehicle collisions per million miles | – < 3.95 | 3.17 |
| | | | – All vehicle collisions per million miles | – < 8.23 | 6.35 |

Legend: • Objective Achieved • In Process, On Target • In Process, Not on Target • Objective Not Achieved